



# Coatesville

## Medical Center

### Work Restoration

#### Veteran's Preference

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In the middle of  
difficulty lies  
opportunity.

*Albert Einstein*

Since the time of the Civil War, veterans of the Armed Forces [as defined in 38 USC 101(10)] have been given some degree of preference in appointments to Federal jobs. Recognizing that sacrifices are made by those serving in the Armed Forces, Congress enacted laws to prevent veterans seeking Federal employment from being penalized because of the time spent in the military service.

By law (Title 5 USC, Section 2108), veterans who are disabled or who serve on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over non-veterans both in Federal hiring practices and in retention during reductions in force (RIF)..

The Defense Authorization Act of Fiscal Year 1998 (Public Law 105-85) extends Veterans' Preference to individuals who served on active duty during the Gulf War who are otherwise eligible, and to participants in Operation Joint Endeavor or Operation Joint Guard in the Republic of Bosnia and Herzegovina who were awarded the Armed Forces Expeditionary Medal (AFEM).

Preference does not have as its goal the placement of a veteran in every vacant Federal job; this would be incompatible with the merit principle of public employment. **Nor does it apply to promotions or other in-service actions.** However, preference does provide a uniform method by which special consideration is given to qualified veterans seeking Federal employment.

Preference applies in hiring from civil service examinations, for most excepted service jobs, and when agencies make temporary appointments or use direct hire and delegated examining authorities from the U.S. Office of Personnel Management (OPM). OPM's Vet Guide explains the special rights and privileges that veterans enjoy in Federal civil service employment and the VetsInfo Guide explains how veteran's preference and the special appointing authorities for veterans operate within the system.

The Department of Labor's Office of the Assistant Secretary for Policy (OASP) and Veterans' Employment and Training Service (VETS) developed an "expert system" to help veterans receive the preferences to which

## Local Public Transportation



Bus Service: KRAPP'S TRANSIT (610-431-6015 or

[WWW.Krapfbus.com](http://WWW.Krapfbus.com))

The "Coatesville Link" provides transportation to and from Coatesville between 6:47 am to 6:47 pm. A bus stop shelter for the Link is provided in front of bldg #2.

The "A Route" provides transportation along business route 30 from Coatesville to Exton and then continues south along 100 to West Chester between the hours of 5:26 am to 10:00 pm for most destinations.

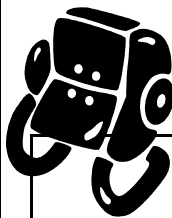
### Taxi Service

Downingtown Cab provides taxi service to the general Coatesville area from 6:00 am to 4:30 pm. (Information, 610-384-2900)

Rainbow Cab provides taxi service in the general West Chester area. (Information, 610-696-6060)

For assistance in utilizing public transportation for employment related activities contact:

Dave Berk 610-384-7711 ext. 5669  
Bill Luff 610-384-7711 ext. 5670



### Telephone Numbers

Kathy Renfro	5287
Yvonne C. Baker	2251
Dave Berk	5669
Neil Cholminsky	5284
Joe DiFalco	5276
Bev Donohue	5276
Jeff Drexel	4311
Gail Gregory	5289
Charity Illes	5274
Bill Luff	5670
Al Morton	4859
Sandy Nielsen	5276
Bob Seiberling	5288
Marsha Watson	2254

## ► September 2004

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

## ► October 2004

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

## ► November 2004

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

### Calendar Legend:



Veteran Industries Pay Days  
Pick up from the Agent Cashier  
Thursday 8:15 am to 3:00 pm  
Friday 8:15 am to noon

**We're on the Web!**  
**www.hireAvet.med.va.gov**

*(Continued from page 1)*

they are entitled. This system is designed to help veterans determine the type of preference to which they are entitled, the benefits associated with the preference and the steps necessary to file a complaint due to the failure of a Federal agency to provide those benefits..

### **PREFERENCE IN EXAMINATIONS**

Veterans meeting the criteria for preference and who are found eligible (achieve a score of 70 or higher) either by a written examination or an evaluation of their experience and education are eligible to have either 5 or 10 points added to their numerical ratings depending on the nature of their preference. For all other positions, the names of the 10-point preference eligibles who have a compensable, service-connected disability of 10 percent or more are placed ahead of the names of all other eligibles on a given register. The names of other 10-point preference eligibles, 5-point preference eligibles, and non-veterans are listed in order of their numerical ratings.

For scientific and professional positions grade GS-9 or higher, names of all eligibles are listed in order of ratings, augmented by Veterans' Preference, if any.

Entitlement to Veterans' Preference does not guarantee a job.

### **FILING APPLICATIONS AFTER EXAMINATIONS HAVE BEEN CLOSED**

A 10-point preference eligible may file an application at any time for any position:

- For which there is a list of eligibles;
- For which a list is about to be established; or
- For which a non-temporary appointment has been made in the preceding three years.

A veteran may file an application for any examination which was open while he or she was in the Armed Forces.

### **POSITIONS FOR PREFERENCE ELIGIBLES ONLY**

Certain examinations are open only to preference eligibles as long as such applicants are available. Among these are custodian, guard, elevator operator and messenger.

### **SPECIAL HIRING PROCEDURES FOR VETERANS**

Federal agencies may hire certain qualified veterans using special appointing authorities. Please refer to the Office of Personnel Management's Federal Employment Info Line Sheet EI-4, Special Authorities for Veterans, for additional information on these appointing authorities.

This information was taken from the Internet website for the Department of Labor

[www.dol.gov/elaws](http://www.dol.gov/elaws)

**U.S. Department of Labor**  
 Frances Perkins Building  
 200 Constitution Avenue, NW  
 Washington, DC 20210

**1-866-4-USA-DOL**  
 TTY: 1-877-889-5627



### **Health and Safety Reminders**

1. Make sure you discuss with your work site supervisor proper fire and severe weather evacuation procedures.
2. Discuss with worksite supervisor protective clothing and wear as recommended.
3. Report any unsafe work conditions or potentially unsafe conditions.
4. Report any injuries to your worksite supervisor immediately and to a member of the Work Restoration staff.